

RESOLUTION OF THE TOWNSHIP OF IRVINGTON, NJ

No. **DF 16-0628-2**

Date of Adoption JUNE 28, 2016

APPROVED AS TO FORM AND LEGALITY ON THE BASIS OF FACTS SET FORTH BY

Legislative Research Officer

PRESENTED BY COUNCIL MEMBER

HUDLEY

SECONDED BY

INMAN

Ratify the Irvington Professional Firefighters Union Local 305 (IAFF Local 305) Memorandum of Agreement

WHEREAS, the Township of Irvington and the Service Employees International Union Local 305 have engaged in labor negotiations for the purpose of establishing salaries and other conditions of employment for members of said association ; and,

WHEREAS, the Township of Irvington and the Irvington Professional Firefighters Union Local 305 have mutually agreed to the salaries and other conditions of employment for the period beginning July 1, 2016 and ending June 30, 2020.

NOW, THEREFORE E IT RESOLVED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF IRVINGTON that they hereby ratify and approve the terms and conditions of the Agreement attached hereto and made a part hereof;

BE IT FURTHER RESOLVED that the Mayor and the Township Clerk are authorized and empowered to execute the said Agreement.

RECORD OF COUNCIL VOTE

X = Indicates Vote N.V. = No Vote A.B. = Absent

COUNCIL MEMBER	YES	NO	N.V.	A.B.	COUNCIL MEMBER	YES	NO	N.V.	A.B.
BURGESS, 1ST VICE PRESIDENT					JONES, 2ND VICEPRESIDENT				
COX	X				LYONS	X			
HUDLEY	X				FREDERIC, PRESIDENT	X			
INMAN	X								

PRESIDENT OF COUNCIL

MUNICIPAL CLERK

DATE JUNE 28, 2016

I hereby certify that the foregoing is a true copy of a Resolution duly adopted by the Municipal Council. In witness whereof I have hereunto set my hand and the Corporate Seal of the Township of Irvington.

MUNICIPAL CLERK

DATE

JUN 28 2016

ADMINISTRATOR ☒ ASSESSOR ☐ BLDG ☐ CFO ☒ COLLECTOR ☐ COURT ☐ ENGINEER ☐ FIRE ☒ HEALTH ☐ HOUSING ☐ INIC ☐ JUDGE ☐ LEGAL ☐ LIBR ☐ LICEN ☐ MAYOR ☐ OCDP ☐ PARKS ☐ PAYROLL ☒ PUBLIC SAFETY ~DIR ☐ PUBLIC WORKS ☐ PURCHASING ☐ SEC ~PB/ZBA ☐ TRAFFIC ☐ ZONING ~OFF ☐ DLGS ☐ GNCD ☐ OTHER(S): _____

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the Township of Irvington (herein the "Township") and the Irvington Professional Firefighters Union (herein the "IAFF Local 305").

WHEREAS, the Township and IAFF Local 305 are parties to a collective negotiations agreement ("CNA") that expires on June 30, 2016; and

WHEREAS, the Township and the IAFF Local 305 engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

WHEREAS, the Township and IAFF Local 305 reached agreement on new terms and conditions for a successor CNA, subject to ratification by the membership of the IAFF Local 305 and approval by the Mayor and Township Council; and

WHEREAS, the negotiating committees for the Township and IAFF Local 305 unanimously agree to recommend this Agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the CNA that expires on June 30, 2016 between the Township and IAFF Local 305 shall remain in full force and effect.

2. Term of Agreement

July 1, 2016 through June 30, 2020.

3. Wages

- a. **Salary Increase:** The following salary increased percentages shall apply to be earned and paid on the effective dates listed below:

Effective July 1, 2016; 2.0% increase to each step of the salary guide

Effective July 1, 2017; 2.0% increase to each step of the salary guide

Effective July 1, 2018; 2.0% increase to each step of the salary guide

Effective July 1, 2019; 2.0% increase to each step of the salary guide

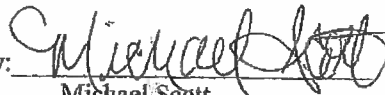
- b. **Division of Yearly Payments:** Employees will be paid bi-weekly with a total of twenty six (26) pay periods per year. In those years where there are twenty seven (27) pay periods, the annual salary shall be divided by twenty seven (27) payments.
 - c. **Additional Step to the Salary Guide:** All Firefighters hired after July 1, 2016 shall be subject to an eight (8) step salary guide. One (1) step shall be added between steps four (4) and five (5).
 - d. **Senior Firefighter Step:** Effective January 1, 2017, Senior Firefighters shall receive two thousand five hundred (\$2,500.00) dollars in base pay in the twenty first (21st) year and each year thereafter.
4. **Uniform and Work Clothing**
- a. **Increased Allowance:** As of January 1, 2017, employees shall receive a clothing allowance of one thousand (\$1,000.00) dollars annually.
 - b. **Responsibility to Purchase, Clean and Maintain Uniform and Work Clothing:** Employees shall be responsible for the purchase, proper cleaning and maintenance of the dress and work uniforms as prescribed in General Order 64-7.
5. **Insurance**
- a. **Compliance with P.L. Chapter 2011, Chapter 78:** The Township shall provide medical insurance benefits in accordance with P.L. 2011, Chapter 78. The Township reserves the right to change insurance carriers or provide insurance on a self-insured basis under which the benefits to be provided under the plan shall be equal to or better than those of the existing plan, provided that the Township will give Local 305 documentation about the new plan at least thirty (30) days before implementation to give them an opportunity to determine whether coverage is equal to or better than the current plan. The Township agrees to contact members' doctors to participate in the new plan if they are not already participants. In any event, there shall be no interruption of medical benefit coverage for employees covered under this Agreement.

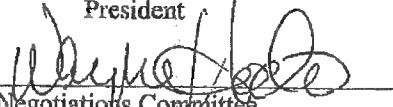
6. This Agreement is not effective until ratified by the membership of the IAFF Local 305 and approved by the Township's Mayor and Council.

IN WITNESS WHEREOF, the parties hereto have by their duly authorized representative and officers executed this Agreement on this _____ day of June, 2016.

IRVINGTON PROFESSIONAL
FIREFIGHTERS UNION,
IAFF LOCAL 305

By:


Michael Scott,
President


Negotiations Committee

Negotiations Committee

Negotiations Committee

Negotiations Committee

TOWNSHIP OF IRVINGTON,
NEW JERSEY.

By:


Musa Malik,
Business Administrator